

# Modern Slavery Statement

**Reporting Period: Garvan Financial Year**

1 January 2021 to 31 December 2021



**Garvan Institute**  
of Medical Research

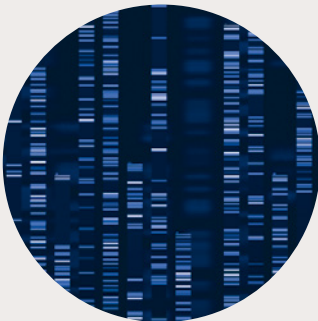
# The Garvan Institute

## Who we are and what we do

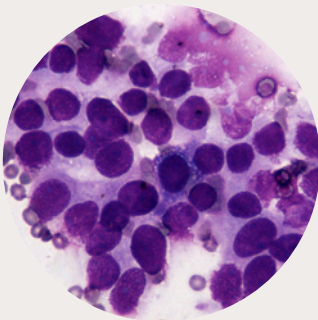


The Garvan Institute of Medical Research brings together world-leading medical researchers with clinicians and cutting-edge technology to break down barriers between traditional scientific disciplines to find solutions to disease.

Founded in 1963, Garvan's researchers have made significant advances in genome, epigenome, protein and cell analysis technology. We have revealed causes and developed treatments for diseases including diabetes, osteoporosis, cancer, immune deficiency and autoimmunity. Today, Garvan's mission builds on those advances, harnessing all the information encoded in our genome, from DNA to complex organ systems, to better diagnose, treat, predict and prevent disease.



Our goal is to translate discovery into meaningful health benefits for those living with disease and their family. Patients, clinical trial cohorts and population cohorts are at the centre of Garvan's research. We are focused on addressing the unmet needs of those living with disease – where better understanding, new treatments and more effective diagnosis can have the biggest impact. Garvan researchers strive, every day, to create a future where everyone lives longer, healthier lives.

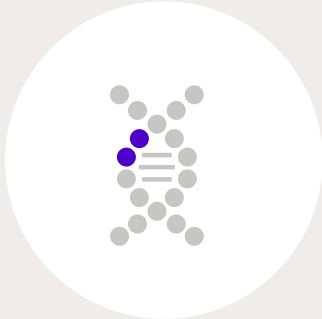


Garvan's research is funded through a crucial combination of peer-reviewed government grants and generous philanthropic investment from the community.

Garvan is affiliated with St Vincent's Hospital Sydney and the University of NSW Sydney.

Further information about the Garvan can be found at [garvan.org.au/about-us](https://garvan.org.au/about-us)

# Our structure, operations and supply chain



The 'Garvan Group' employs 599 staff and has 330 honorary appointments, including students. The 'Garvan Group' consists of the following entities, which are either controlled or a wholly owned subsidiary:

- Garvan Institute of Medical Research
- Garvan Research Foundation
- Australian Bioresources Pty Ltd (ABR)



The Garvan Research Foundation is the marketing and fundraising arm of Garvan and exists to support Garvan's mission to better diagnose, treat, predict and prevent disease, in order to create a healthier future for everyone.

ABR is a state-of-the-art facility for breeding and holding research mice, owned and operated by Garvan on behalf of the medical research community in Australia. The facility provides capacity to house the rapidly increasing number of 'lines' or varieties of genetically modified mice that underpin progress in modern medical research. These mouse colonies are critical for progress in research across all health priority areas, including cancer, mental illness, arthritis, asthma, heart disease, diabetes and obesity.



The 'Garvan Group' operates solely within Australia, although our researchers collaborate extensively both locally and internationally. This statement applies to all entities within the Garvan Group.

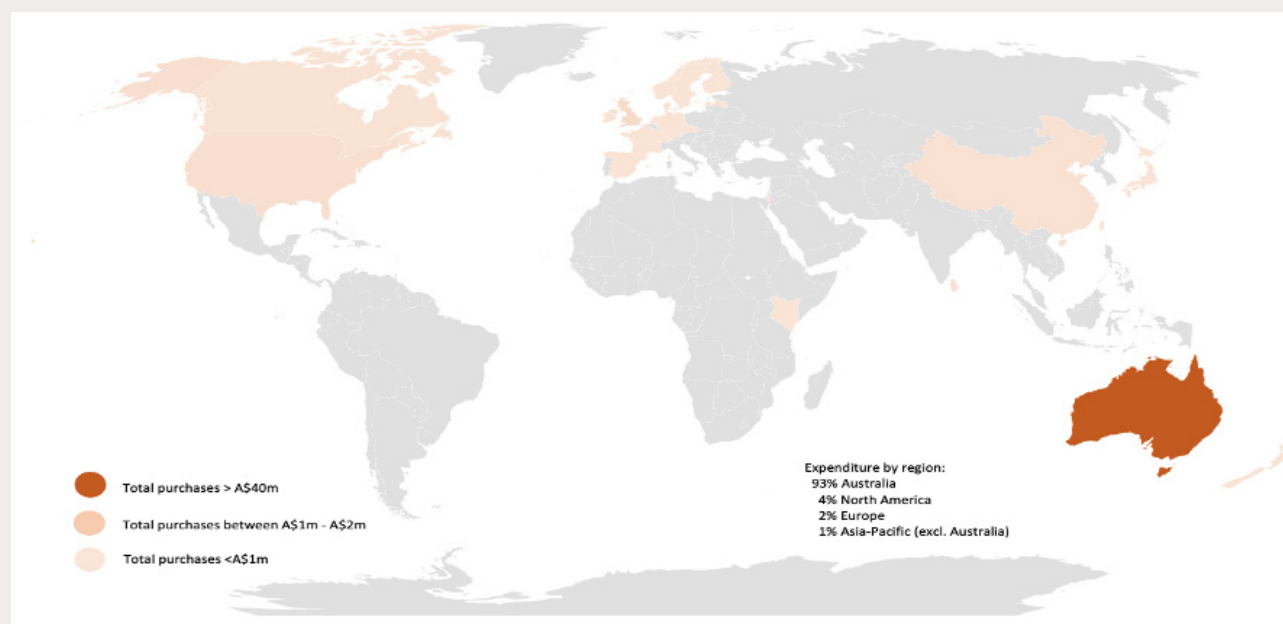
We have identified three broad categories within our supply chain:

- **Our research** – equipment, reagents and other consumables used in the laboratories; and scientific facilities, linens, lab coats and personal protective equipment (PPE)
- **Onsite support for our laboratories and offices** – building services, cleaning, security, laundry, technology, building and construction, caterers
- **Our service providers** – call centres, fundraising and marketing services, professional services, insurance, travel

# Our structure, operations and supply chain (continued)

We source our products and services primarily from Australia, but also from North America, China, Europe and New Zealand. Our top 20 suppliers in 2021, representing more than \$25 million in expenditure (55% of total supplier spend), were Australian companies or multi-national companies with an Australian entity with whom we contracted directly. 13 of our top 20 suppliers are themselves reporting entities under the Modern Slavery Act 2018.

**Garvan Group 2021 Expenditure by Country**



# Modern slavery risks in our operations

## **Operational**

According to the Global Slavery Index 2018 (GS Index), the risk of modern slavery in Australia is 4.3/100, indicating an extremely low risk. Garvan's domestic activities pose an extremely low risk for modern slavery.

We employ staff directly, lowering the risk of modern slavery within our workforce and conduct an annual review, benchmarked to the external talent market, to ensure all staff are paid in line with any applicable Australian legislation. Our workforce includes highly skilled and experienced scientists and professional services staff who provide operational support. Our staff, students and domestic collaborators are subject to Australian legal and ethical obligations, including the Fair Work Act 2009, NHMRC National Statement on Ethical Conduct in Human Research (National Statement) and the Act. We also engage contractors to provide services, such as cleaning. These are reviewed as part of the supply chain risk analysis below.

# Modern slavery risks in our supply chains

## Supply Chain

The following table sets out the supply chain categories which have been identified as giving rise to potential modern slavery risks within the Group.

Supply Chain Categories	Overview	Potential Risks Identified
<b>Research consumables</b>	Tier 1 suppliers mainly multinationals with headquarters in countries with modern slavery, human rights and/or labour laws	<ul style="list-style-type: none"> <li>• Complex supply chains which source products and services from high-risk countries.</li> <li>• Hazardous working conditions</li> </ul>
<b>Research equipment</b>		
<b>Linens, lab coats and PPE</b>	Tier 1 locally based subject to local laws	<ul style="list-style-type: none"> <li>• Modern slavery may exist in tier 2 of our supply chain and beyond</li> <li>• Exploited, child and forced labour, including workers from base-skilled populations and workers from migrant, low socioeconomic, or culturally or linguistically diverse backgrounds</li> <li>• Our suppliers / other key stakeholders may be implicated in modern slavery practices in their supply chains or operations.</li> </ul>
<b>IT/telecommunications</b>	Tier 1 suppliers mainly multinationals with headquarters in countries with modern slavery, human rights and/or labour laws	
<b>Building services (utilities, catering, security, cleaning, laundry, waste)</b>	Tier 1 locally based, generally smaller suppliers subject to local laws	
<b>Service providers (call centres, face-to-face fundraising, marketing services)</b>	Tier 1 locally based, generally smaller suppliers subject to local laws	
<b>Professional services</b>	Tier 1 a mix of multinationals with headquarters in countries with modern slavery, human rights and/or labour laws and smaller local suppliers subject to local laws	
<b>Building and construction</b>	Tier 1 locally based, large suppliers subject to local laws. Labour is employed through the use of subcontractors. Materials may have complex, multi-tiered supply chains	

# Addressing the risks

**Garvan has a zero-tolerance approach to modern slavery and has taken, or is undertaking the following actions to raise awareness of the issue with our employees, stakeholders and suppliers.**

## **2021 Actions taken to assess and address modern slavery risks**

- Modern Slavery working group (established in 2020) drives initiatives across the organisation to raise awareness, understand potential risks within our supply chain, and review and update relevant policies.
- Broadened the Modern Slavery working group with increased representation from across Garvan to oversee and measure initiatives
- Conducted specialist staff training on Modern Slavery legislation compliance for those involved in procurement activities
- Mapped our 2021 supply chain and spend analysis to identify our major suppliers and recorded their Modern Slavery statements (where applicable) and compared major suppliers against identified high risk industries and jurisdictions.
- Enhancing Internal Supplier Requests with a questionnaire for staff to complete so they seek out / consider the modern slavery policies of any new suppliers developed ready to be rolled out 2022.
- Updated our Speak Up (Whistleblowing) policy and processes to allow employees and external persons to report concerns or suspicions of modern slavery within Garvan or our supply chain. They may report anonymously if they wish.
- Increased visibility of Modern Slavery issues within the organisation (Procurement team email signatures include link to Garvan Modern Slavery Statement; Garvan-wide acknowledgement of International Day for the Abolition of Slavery 2 December 2021).
- New hires in 2021, including a Compliance Lawyer who is responsible for Garvan's compliance with the Modern Slavery Act and establishing a compliance framework and register for legislative compliance.

# Addressing the risks (continued)

## **2022 and future initiatives to assess and address modern slavery risks**

- Continue to review, develop and update policies and codes of conduct for modern slavery related issues
- Develop eLearn training for staff to raise awareness and outline Garvan's expectations of staff when engaging suppliers
- Develop supplier code of conduct that includes our expectations of suppliers with respect to addressing their own modern slavery risks
- Update our procurement policy and supplier procurement terms and conditions
- Develop a monitoring and reporting program (including internal awareness benchmarking)
- Roll out of enhanced supplier input controls for when staff add new suppliers for Garvan
- Improve process for the formal risk assessment and reporting of modern slavery risks for business operations
- Ongoing improvements in operational risk assessment and reporting processes as it relates to Modern Slavery



# Going forward

## Measuring effectiveness effectiveness

The Garvan Modern Slavery working group meet regularly (bi-monthly) to drive continuous improvement in our response to modern slavery risks. The working group maintain and update a running list of action items to: improve modern slavery risk identification; enhance supplier due diligence; and increase internal awareness through communication and training. We are developing a monitoring and reporting program to measure the effectiveness of our actions.

Garvan will set appropriate KPIs and timelines for implementation with ongoing regular monitoring of KPIs.

## Collaboration and consultation

Garvan has communicated the importance of this program with the entities within the Garvan Group. The process of consultation involves input from relevant internal stakeholders including Finance, Procurement, Legal and Risk along with the Garvan Leadership Team.

## COVID-19 Impact

We acknowledge the significant impact the COVID-19 pandemic has had on all workplaces, including Garvan. The Modern Slavery Working Group worked well despite the disruptions to the workplace. Meetings were conducted via zoom and documents and task lists are contained in a shared Dropbox folder to maximise collaboration. Modern Slavery education and training modules were recorded and made available on our intranet for online viewing.

## Governing Body Approval

This statement was approved by the Board of Garvan Institute of Medical Research on 12 May 2022



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Dr John Schubert  
Chairman



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Professor Chris Goodnow FAA FRS  
Executive Director

## For more information

**Email:** [legaloffice@garvan.org.au](mailto:legaloffice@garvan.org.au) **Website:** [garvan.org.au](http://garvan.org.au)



**Garvan Institute**  
of Medical Research